

COMMITTEE ON HUMAN RESOURCES/INSURANCE

December 6, 2021 at 5:45 PM

Chairman Stewart called the meeting to order.

The Clerk called the roll.

Present: Aldermen Stewart, Barry, Cavanaugh, Roy

Absent: Alderman Hirschmann

Chairman Stewart stated before we begin I would like to take a moment of silence for a 25-year veteran of the DPW who passed away today.

1. HR Reports submitted by Kathleen Ferguson, Human Resources Director:

- Position Summary Report
- Vacancy Requisition Requests and Approvals
- Summary of Arbitrations/Grievances
- Sapphire SmartShopper Report

(Note: Provided for informational purposes only; no action is required.)

2. Communication from Kevin Sheppard, Public Works Director, requesting the reclassification of the Assistant Solid Waste Compliance Officer from a grade 12 to a grade 14.

*On motion by **Alderman Cavanaugh**, duly seconded by **Alderman Roy**, it was voted to approve.*

3. Communication from the Public Works Director requesting a class specification change to the Scale Operator position to allow for a six month period upon hiring to obtain the required certifications and licenses.

*On motion by **Alderman Barry**, duly seconded by **Alderman Cavanaugh**, it was voted to approve.*

*On motion by **Alderman Roy**, duly seconded by **Alderman Cavanaugh**, it was voted recess the meeting to meet with legal counsel.*

Chairman Stewart called the meeting back to order.

TABLED ITEMS

5. Communication from Alderman Roy recommending the hiring of an independent firm to evaluate the Fire Department.

(Note: Tabled 1/5/2021; referred to the HR Committee by the BMA on 12/15/2020).

*On motion by **Alderman Roy**, duly seconded by **Alderman Cavanaugh**, it was voted to remove item 5 from the table.*

Alderman Roy stated it was unfortunate I couldn't get any traction on this. Our employees are our number one asset. The problem with mental health in the United States is a growing problem and people are starting to recognize it. It's not just the homeless or opioid situation, it includes our employees as well. I thought this was a good opportunity for the city to start to take a real interest in the mental health of our employees. With that said I will make a motion to receive and file.

*On motion by **Alderman Roy**, duly seconded by **Alderman Barry**, it was voted to receive and file.*

*There being no further business, on motion by **Alderman Barry**, duly seconded by **Alderman Cavanaugh**, it was voted to adjourn.*

A True Record. Attest.

A handwritten signature in black ink, appearing to read "Matthew Normand". The signature is fluid and cursive, with a long horizontal stroke at the end.

Clerk of Committee